



PROFESSIONAL DEVELOPMENT

Resource Request Analysis

Academic Year 2024-2025

Input Into the Plan

These professional development goals were determined by a combination of requests in unit, section, and division plans; strategic goals and institutional priorities; federal and state legislative mandates; and direct feedback from staff, faculty, and management representatives on the Professional Development Committee.

In 2022, KCCD opted into the Vision Resource Center as an all-in-one professional development clearinghouse. During the upcoming year, the college will continue to review the features of this platform to determine how it can best be used by the college and its stakeholders, including access to thousands of recorded and live webinars, seminars, and other professional development activities, as well as creation of playlists and curation of PD activities for specific purposes.

2024-25 Professional Development Threads

Enhance cultural sensitivity strategies for front line staff and culturally responsive teaching and learning for faculty

Continuation of a multi-year thread. With the Chancellor's Office committing to narrowing equity gaps with the goal of completely eliminating achievement gaps for historically underperforming students within 10 years, training in this area has been and continues to be a high priority for the system and the college.

This concentration is tied directly to the college's 2021-2024 Strategic Plan, the college's 2022-2025 Student Equity and Achievement Program plan, KCCD's 2022-2024 strategic plan addendum, and the CCCCCO's Vision for Success. Equity considerations are also a major component of guided pathways, particularly ensuring that that faculty and staff critically

examine their role in advancing equity-minded teaching and customer service practices at the college.

Planned activities related to this professional development may involve Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. In addition, online providers such as the Vision Resource Center, Lynda.com, and the CA Perkins Joint Special Populations Advisory Committee offer free and for-cost webinars. Student Equity and Achievement, Guided Pathways, and Strong Work Force grants are possible alternative sources of funding. Speaker fees - **\$5,000**. Webinar and other conference registrations, train-the-trainer registrations and travel - **\$10,000**.

Enrich on-ground and online teaching strategies with a special focus on adjunct professional development

Continuation of a multi-year thread. A perennial high-ranked request in faculty PD needs assessment is learning more about teaching strategies that work. The college has long focused on improving the ways it engages, nurtures, focuses, directs, values, and connects to students. In addition, it is important and necessary to get adjuncts involved in this conversation, as adjuncts account for over 60% of the credit instruction at the college.

This thread directly addresses the college's 2021-2024 Strategic Plan, the KCCCD 2022-2024 Strategic Plan Addendum, any number of the CCCC's Vision for Success goals in completion; and such college and state initiatives as Strong Work Force and AB705 and AB1705 implementation. Most particularly, it directly addresses Pillar 4 of the Guided Pathways approach, Ensuring Learning, with its focus on hands-on, active, and other experiential learning opportunities.

Planned activities related to this professional development may involve Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. The committee would like to see a lot more innovative faculty-to-faculty activity in this area such as teaching rounds, book clubs, or inquiry groups. In addition, online providers such as the Vision Resource Center, Lynda.com, and the CA Perkins Joint Special Populations Advisory Committee offer free and for-cost webinars. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible sources of funding to help with these activities. Stipends for peer-to-peer sharing of effective teaching strategies - **\$5,000**. Adjunct faculty stipends to attend flex days - **\$10,000**. Travel for fall flex - **\$10,000**.

Increase Awareness of Generative Artificial Intelligence Across the Curriculum and Across the College

New stand-alone thread this year. With the rapid developments and recent public release of artificial intelligence (AI) language models, this committee considers training related to the role of AI in higher education to be significant to college faculty and staff, particularly in the areas of detecting AI-generated text in assignments, incorporating AI language models in curriculum development, and utilizing AI to improve workplace efficiency.

Training on AI may take the form of activities held at Faculty Flex Events, lunch-n-learns, presentations to administrative cabinet or staff of operational units, train-the-trainer training, and attendance at conferences that focus on AI in higher education. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible sources of funding to offset the costs of these activities, as well as operational unit budgets. Faculty Flex Stipends - **\$2,000**.

Develop and deepen the awareness of education as care work

New combined thread this year. Physical and mental well-being is integral to education—both for those on the receiving end and for those on the giving end. This thread combines previous PD initiatives and themes that the college has been working on: basic needs and mental health focused on students together with workplace well-being focused on faculty. We are all this together!

Activities include guest speakers, lunch-n-learns, presentations at classified PD day, faculty flex days, and administrative retreats. The Vision Resource Center and LinkedIn Learning provide online workplace well-being training free of charge. Guest speaker in one of topics mentioned above - **\$3,000**.

Other College Initiatives

The Professional Development Committee also supports initiatives in particular units, sections, and divisions that do not rise to the level of all-college threads, including:

- Continued training around accessibility
- Continued training around AB1705 implementation and equitable placement strategies
- Continued awareness and adoption of open educational resources (OER's), including the possibility of applying for a Z-degree grant
- Continued training/retraining of online instructors
- Continued training/retraining of incarcerated student education instructors
- Unit-specific professional development such as ACCESS technical training, mandated licensure training, coaching development, training on compliance and legal updates, individual skill attainment, and attendance at professional conferences that will increase student success, close achievement gaps, and help the college better address its mission and meet its strategic plan goals.

Total amount requested - \$45,000

- Faculty stipends (1419) - **\$17,000**
- Guest Lecturers (5151) - **\$8,000**
- Travel (5220) - **\$20,000**



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Academic Year 2023-2024

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These professional development goals were determined by a combination of requests in unit, section, and division plans; strategic goals and institutional priorities; federal and state legislative mandates; and direct feedback from staff, faculty, and management representatives on the Professional Development Committee.

In 2022, KCCCD opted into the Vision Resource Center as an all-in-one professional development clearinghouse. During the upcoming year, the college will continue to review the features of this platform to determine how it can best be used by the college and its stakeholders, including access to thousands of recorded and live webinars, seminars, and other professional development activities, as well as creation of playlists and curation of PD activities for specific purposes.

2023-24 Professional Development Threads

Enhance cultural sensitivity strategies for front line staff and culturally responsive teaching and learning for faculty

With the Chancellor's Office committing to narrowing equity gaps with the goal of completely eliminating achievement gaps for historically underperforming students within 10 years, training in this area has been and continues to be a high priority for the system and the college.

This concentration is the continuation of a multi-year thread tied directly to the college's 2021-2024 Strategic Plan, the college's 2022-2025 Student Equity and Achievement Program plan, KCCCD's 2022-2024 strategic plan addendum, and the CCCCO's Vision for Success. Equity considerations are also a major component of guided pathways, particularly ensuring that faculty and staff critically examine their role in advancing equity-minded teaching and customer service practices at the college.

This professional development thread was a major focus for the 22-23 academic year, and the professional development committee again considers it to be a focus for the upcoming 23-24 academic year. The committee envisions hosting similar events tied to this professional development thread similar to those held in the previous academic year, including events related to Universal Design For Learning (Dr. Kem Saichaie, Fall 2022), Culturally Relevant Pedagogy (Dr. Taryn Robinson, Fall 2022), Grading for Equity (Alex Gilewski, Fall 2022), and Building Community to Advance Equity (Dr. Sharla Berry, Spring 2023). Future planned activities related to this professional development thread activities may be held at Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. In addition, online providers such

as the Vision Resource Center, Lynda.com, and the CA Perkins Joint Special Populations Advisory Committee offer free and for-cost webinars. Student Equity and Achievement, Guided Pathways, Equity, and Strong Work Force grants are possible alternative sources of funding. Webinar and other conference registrations, speaker fees, train-the-trainer registrations and travel - **\$15,000**.

Enrich on-ground and online teaching strategies with a special focus on adjunct professional development and the role of artificial intelligence in higher education

The highest ranked request from the faculty's last professional development needs assessment in spring 2021 was to share teaching strategies that work. The college has long focused on improving the ways it engages, nurtures, focuses, directs, values, and connects to students. In addition, it is important and necessary to get adjuncts involved in this conversation, as adjuncts account for over 60% of the credit instruction at the college.

This thread directly addresses the college's 2021-2024 Strategic Plan, the KCCD 2022-2024 Strategic Plan Addendum, any number of the CCCC's Vision for Success goals in completion; and such college and state initiatives as Strong Work Force and AB705 and AB1705 implementation. Most particularly, it directly addresses Pillar 4 of the Guided Pathways approach, Ensuring Learning, with its focus on hands-on, active, and other experiential learning opportunities.

With the rapid developments and recent public release of artificial intelligence (AI) language models, this committee considers training related to the role of AI in higher education to be of significant importance to college faculty and staff. This committee envisions training related to detecting AI-generated text in assignments, how to incorporate AI language models in curriculum development, and how to utilize AI to improve workplace efficiency. Training on AI may take the form of activities held at Faculty Flex Events, lunch-n-learns, hosting guest speakers, and conferences that focus on the AI use in higher education. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible alternative sources of funding to help with these activities. Stipends for peer-to-peer sharing of effective teaching strategies - **\$3,600**. Guest speaker, or train-the-trainer conference attendance - **\$10,000**. Adjunct faculty stipends - **\$14,000**.

Improve workplace well-being and mental health sensitivity in general, including how to handle mental health crises

The professional development committee continues to consider a workplace well-being as be a focus and professional development thread for this upcoming academic year. Examples of professional development events tied to this thread include the formation of Cerro Coso's All-Employee Convening event (Spring 2023), active assailant training (Fall 2022) and de-escalation training (Spring 2023). The committee anticipates professional development sessions related to responding to students in crisis, conflict resolution, and general staff welfare events.

Activities include guest speakers, lunch-n-learns, presentations at classified PD Day, faculty flex days, and administrative retreats. The Vision Resource Center and LinkedIn Learning

provide online workplace well-being training free of charge. Guest speaker in one of topics mentioned above - **\$5,000**.

Other College Initiatives

The Professional Development Committee also supports initiatives in particular units, sections, and divisions that do not rise to the level of all-college threads, including:

- Continued training around accessibility
- Continued training around AB1705 implementation and equitable placement strategies
- Continued awareness and adoption of open educational resources (OER's), including the possibility of applying for a Z-degree grant
- Continued training/retraining of online instructors
- Continued training/retraining of incarcerated student education instructors

Continued support for an all-employee convening Call to Order-

Changes/Additions to the Agenda -

Approval of Minutes and Action Items -

AY 2023-24 Professional Development RRA -

2023 PD Survey -

Review of Action Items -

Future Agenda Items -

Future Meeting Dates

- 3:00pm – 4:30pm Tuesday, May 9th

Adjournment

-
- Unit-specific professional development such as ACCESS technical training, mandated licensure training, coaching development, training on compliance and legal updates, individual skill attainment, and attendance at professional conferences that will increase student success, close achievement gaps, and help the college better address its mission and meet its strategic plan goals.

Total amount requested - \$47,600



PROFESSIONAL DEVELOPMENT

Resource Request Analysis

Academic Year 2022-2023

Input Into the Plan

These professional development goals were determined by a combination of requests in unit, section, and division plans; strategic goals and institutional priorities; federal and state legislative mandates; and direct feedback from staff, faculty, and management representatives on the Professional Development Committee.

Notable and new for 2022-23 will be KCCD's adoption of the Vision Resource Center as an all-in-one professional development clearinghouse. Through the district, the college will become a member institution of the VRC, which will allow to access thousands of recorded and live webinars, seminars, and other professional development activities, as well as create playlists and other curate these activities for specific purposes. One added feature of the VRC is automatic tracking of PD completed within the system, but the college will decide to engage that component at a later time pending discussions with and recommendation by the Academic Senate.

2022-23 Professional Development Threads

Enhance cultural sensitivity strategies for front line staff and culturally responsive teaching and learning for faculty

With the Chancellor's Office committing to narrowing equity gaps with the goal of completely eliminating achievement gaps for historically underperforming students within 10 years, training in this area has been and continues to be a high priority for the system and the college.

This concentration is a multi-year thread is tied directly to the college's 2018-2021 strategic goal #2, Narrow Equity Gaps, and to the CCCCO's Vision for Success goal to reduce equity gaps by 40 percent within 5 years and fully close them within 10. Equity considerations are also a major component of the guided pathways approach, particularly ensuring that that faculty and staff critically examine their role in advancing equity-minded teaching and customer service practices at the college.

The committee envisions a variety of activities following up on the successful and widely attended sessions in 2021 and in 2022 by J. Luke Wood, representatives from the ASCCC, and Cerro Coso's own faculty, administrators, and students. Such activities could be flex breakout sessions, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. In addition, online providers such as the Vision Resource Center, Lynda.com, @One, and the CA Perkins Joint Special Populations Advisory Committee offer free and for-cost webinars. Student Equity and Achievement, Guided Pathways, Equity, and Strong Work Force grants are possible alternative

sources of funding. Webinar and other conference registrations, speaker fees, train-the-trainer registrations and travel - **\$15,000**.

Enrich on-ground and online teaching strategies with a special focus on adjunct professional development

The highest ranked request from the faculty's last professional development needs assessment in spring 2021 was to share teaching strategies that work. The college has long focused on improving the ways it engages, nurtures, focuses, directs, values, and connects to students. In addition, it is important and necessary to get adjuncts involved in this conversation, as adjuncts account for over 60% of the credit instruction at the college.

This thread directly addresses the college's 2018-2021 strategic goal #1, Maximizing Student Success; strategic goal #2, Enhancing Community Connections; any number of the CCCCO's Vision for Success goals in completion; and such college and state initiatives as Strong Work Force and AB 705 implementation. Most particularly, it directly addresses Pillar 4 of the Guided Pathways approach, Ensuring Learning, with its focus on hands-on, active, and other experiential learning opportunities.

The type of activities appropriate for this thread include a comprehensive series of flex activities, lunch-n-learns, faculty inquiry groups, instructional rounds, and guest speakers, as well as prioritizing adjunct faculty for such group conference participation as Strengthening Student Success or Guided Pathways workshops. Online providers such as the Vision Resource Center, Lynda.com, @One, the Inside Online Blog, and Canvas Commons offer free and for-cost instructional enrichment activities. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible alternative sources of funding to help with these activities. Stipends for peer-to-peer sharing of effective teaching strategies - **\$3,600**. Guest speaker, or train-the-trainer conference attendance - **\$10,000**. Adjunct faculty stipends - **\$14,000**.

Improve workplace well-being, particularly mental and emotional health

This topic has been gaining in visibility for many years—not just culturally but also specifically in the field of higher education.

The last two spring flex days have offered several well-attended breakout sessions on wellness. Feedback in the spring 2021 PD faculty survey was to focus more on mental and emotional well-being rather than physical. It was also a main takeaway of the classified staff professional development survey and needs assessment in summer and fall 2019. Survey respondents overwhelmingly expressed a desire for training in topics like conflict resolution, improved communication, and stress reduction.

Activities include guest speakers, lunch-n-learns, presentations at classified PD day, faculty flex days, and administrative retreats. The Vision Resource Center and Lynda.com provide online workplace well-being training free of charge. Guest speaker in one of topics mentioned above - **\$5,000**.

Other College Initiatives

The Professional Development Committee also supports initiatives in particular units, sections, and divisions that do not rise to the level of all-college threads, including:

- Continued training around accessibility
- Continued training around AB705 implementation and equitable placement strategies
- Continued awareness and adoption of open educational resources (OER's), including the possibility of applying for a Z-degree grant
- Continued training/retraining of online instructors
- Continued training/retraining of incarcerated student education instructors
- Unit-specific professional development such as ACCESS technical training, mandated licensure training, coaching development, training on compliance and legal updates, individual skill attainment, and attendance at professional conferences that will increase student success, close achievement gaps, and help the college better address its mission and meet its strategic plan goals.

Finally, the Professional Development Committee continues to explore a way to implement an all-staff PD day. Over the next year, if not sideswiped by COVID, it will work with appropriate constituencies (Academic Senate, Classified Senate, Administrative Cabinet, Calendar Committee, etc.) to ensure that such a day can be scheduled in a way that all faculty, staff, and management can attend and participate in valuable college-wide professional development.

Total amount requested - \$47,600